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**From:** Blackburn, Elizabeth (she/her/hers) [Blackburn.Elizabeth@epa.gov]  
**Sent:** 2/23/2023 3:29:25 PM  
**To:** ORD-ALL Feds and NonFeds [ORD-ALL\_Feds\_and\_NonFeds@epa.gov]  
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**Subject:** High Level Summary of February 21, 2023 ORD Town Hall  
**Attachments:** ORD Kudos CCTE Product Delivery Workflow 02142023 Final .pptx; Feb ORD Town Hall\_Challenges & Prizes 02.21.23\_Clean.pptx

Dear Team ORD,

Thank you all for joining us for Tuesday's ORD Town Hall. A high level summary is below and you can view a recording of the Town Hall [here](#).

### **ORD Response to East Ohio Train Derailment**

Our Center for Public Health and Environmental Assessment (CPHEA) has been providing Region 5 technical assistance in response to the train derailment and subsequent chemical release that is impacting the people of East Palestine, OH. After a train derailment and resulting fire on February 3, Region 5 contacted CPHEA requesting Provisional Advisory Levels (PALs) values for chemicals of concern for which they do not have acute Maximum Residue Levels (MRLs). MRLs are the legally established maximum concentration of a pesticide residue in or on food or feed that is tolerated. PALs are a tiered set of exposure values used to inform risk-based decision making during a response to environmental contamination involving hazardous chemicals. Out of the list of chemicals provided, CPHEA had PALs for two of the chemicals. We shared inhalation PALs for these chemicals (24 hr, 30 day, and 90 day exposure durations). During the vent and burn of the cars containing vinyl chloride, low levels of both chemicals were observed within the plume. Since the burn off, there have been no detections above actionable levels through the air monitoring network. Community air monitoring is ongoing throughout the area with fixed stations and at areas in the community with potential sensitive receptors. EPA deployed two more Summa air sampling canisters for continuous sampling, with local school and library screenings on February 12. ORD remains ready to address any further technical support requested from Region 5.

### **Bristol Bay assessment update**

Bristol Bay is the most productive wild salmon ecosystem in the world, supporting one of the world's last intact salmon-based cultures. ORD scientists helped synthesize the science that showed, in addition to possible adverse effects of the proposed mine, ecosystems that support Pacific

salmon species, in Alaska and elsewhere, are experiencing rapid changes due to the changing climate. The streams and fish have been vital to the health, welfare, and cultural stability of Alaska Native populations for thousands of years, and EPA's Final Determination concluded that adverse effects likely from the 2020 Mine Plan 'would endure long beyond mine closure.' The work carried out by our ORD colleagues to synthesize the science underpinning EPA's decision to restrict development of the Pebble deposit in the headwater watershed of the Bristol Bay in Alaska was done under challenging circumstances with tight timelines. Their efforts will serve to protect the Bristol Bay environment, its ecosystems, and its way of life for future generations.

### **Embassy Science Fellows**

Nominations for the Embassy Fellows Program closes on the 27th. Embassy Science Fellowships allow EPA scientists and engineers to serve on short-term technical assignments in U.S. posts worldwide. The program provides expertise to embassies, consulates, and missions of the State Department, while providing international experience to EPA staff. Twenty-seven embassies are seeking Fellows with expertise and experience in engineering or science and, this year EPA will support virtual, hybrid, and in-person Embassy Science Fellowships. All applications must be routed through the same approval process that is currently in place for detail assignments. The deadline for submitting approved ORD nominations to OSAPE's ESF Inbox is **COB February 27, 2023**. OSAPE will coordinate IOAA review regarding final ORD selections.

### **Budget**

The FY23 allocations to the centers will be done at the end of the month and the FY24 Presidents Budget won't be released until March 9. We will update you again as we hit those milestones. EPA and ORD did generally well with budget, which includes a 4.6% Cost-of-Living Adjustment or COLA.

### **Friday Deadline to Get Matched with ORD Executive Mentor for SES Application**

To help support our employees compete for developmental opportunities such as the recently announced SES Candidate Development Program (CDP), ORD Executive Resources is offering individualized mentoring and/or coaching throughout the application process for all interested applicants. If you meet the eligibility and qualification requirements for this CDP, are interested in applying, and could benefit from the advice and mentorship of an existing SES or executive-level employee, please send Tabitha

Codrington ([Tabitha.codrington@epa.gov](mailto:Tabitha.codrington@epa.gov)) an email on or before 12:00 pm EST, Friday, February 24, 2023, that includes your Resume and your Executive Core Qualifications Narrative statement. You and your mentor will work one-on-one throughout the application process.

### **Diversity, Equity, Inclusion, and Accessibility Update**

We are working hard to seek diversity in all that we do. To that end, we work to highlight relevant activities, celebrations, and sometimes even news events in our messages that impact us and many in our ORD community. After our last Town Hall a group of people reached out to us, appreciative of us raising a topic but sharing as well that we didn't quite get it right. The feedback was incredibly insightful and we appreciate your feedback. In that spirit, if you have something you'd like us to know is important to you, or you feel like we could do something better, please share your feedback with *Dayna Gibbons*, lead for internal communications, *Marty Chintala*, our change sponsor, and/or *me*. We look forward to hearing from you.

- **Status of ORD Change Sponsor Effort**

Speaking of our change sponsor, *Marty Chintala* reminded us that we now have two teams in place to help with this DEIA effort: our Strategy Team and our Coordination Team. A few divisions are still not represented on the Coordination Team. Please let Marty Chintala know if you are interested. The Strategy Team has started meeting and develop the strategic plan for ORD that will define what we are working toward, and how we can provide value added to ORD's and EPA's developing and existing DEIA initiatives. The goal is to amplify those efforts and not compete with them.

- **Technique Tip for Advancing Inclusiveness**

The next time you are in a meeting, take a few minutes to ask the question "Whose voice is missing?" This gets you in the mindset to look around and identify where there may be gaps in participation and potential knowledge that you might be missing.

- **Opportunities to Engage**

We hope you continue to participate in the opportunities to recognize, share, and celebrate each other. ORD has a DEIA discussion circle that

meets regularly as well as SEPM communities of practice. Check out the [ORD DEIA intranet page](#) for more information on those.

### **OSAPE Challenges and Prize Competitions (presentation attached)**

Since 2012, EPA has been using challenges and prize competitions to allow the public to participate in our scientific explorations. Through this program managed by our Office of Science Advisor, Policy, and Engagement, we are able to reach a variety of solvers with diverse backgrounds, skills, and perspectives that can bring new solutions to the table. *Denice Shaw* and *Heather Drumm* shared an overview of the program and some important success stories.

### **Kudos Recognition (presentation attached)**

Kudos is a new way for ORD to publicly recognize great work being done by colleagues and peers across ORD in real time. Anyone can nominate a person or team for a Kudos using the [nomination form](#). You can also see those recognized with Kudos on the [new Kudos intranet page](#). On Tuesday we gave Kudos to the CCTE Product Delivery Workflow Team (*Brad Autrey, Jill Franzosa, Monica Linnenbrink, John Kenneke, Marc Russell, Nisha Sipes, Doug Young, and Alison Harrill*) for developing an automatic workflow that routes Product Templates to each reviewer, notifies the Product Contact of each reviewer's decision and any feedback, and updates a Sharepoint Table so that the Center can track the review's progress as part of StRAP development. This process has saved Product Contacts, Branch Chiefs, Division Directors, ACDs, and the AD many hours, eliminated the need for hundreds of emails, maintained version control, and kept track each Product in the review process. Congratulations CCTE Product Delivery Workflow Team on a job well done!

### **Executive and Management Councils extended meeting Preview**

Next week the [Executive](#) and [Management](#) Councils will step aside from our day-to-day work to participate in several days of meetings about the direction and operation of our organization.

The FY23 priority areas being discussed by the Executive Council include – the Risk Assessment Forum restructuring, delivering results on PFAS, the IRIS process reset, and the new Integrated Climate Sciences division. We'll also continue to discuss our work to seek diversity in all that we do as well as developing strategies for implementation of the sustainability Executive Order both within ORD and across the Agency. Finally, we will spend time discussing about the most effective ways to share awareness and coordinate across our

six cross-cutting priority areas (climate change, community resilience, environmental justice, cumulative impacts, children's health, and chemicals of immediate or emerging concern (CIEC)).

The Management Council will focus on enhancing a hybrid ready workplace; strategic federal workforce management; equity in performance management; DEIA & Minority Serving Institution engagement and, strengthening the ORD Postdoc Program.

**Congratulations to our selectees for the 2023 Federal Executive Institute's "Leadership for a Democratic Society" program**

The Federal Executive Institute's (FEI) "Leadership for a Democratic Society" (LDS) program is the Office of Personnel Management's executive leadership development experience designed to assist agencies with executive development and succession planning efforts. Building upon last year's success, we asked qualified applicants to self-nominate for the development program which aligns with ORD's Equal Employment Opportunity Diversity, Equity and Inclusion Strategic Plan, Action Plan #3.4: "Institute diversity, equity, and inclusiveness practices when considering staff for professional development and career advancement opportunities." Each nomination was evaluated using a blind panel review process and the top candidates were referred to the IOAA for final selection. This year's selectees include: *Lindsay Stanek, John Wambaugh, David Shoffner, Darcie Smith, Jill Franzosa, Sang Don Lee, Janet Nestlerode, Naneka Mason, and John McKernan.*

Thanks again for all that you do and we look forward to talking with you again next month.

Liz

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